



TRI FIT

**Leaders in Workplace
Fitness and Wellness**

Innovative Business Solutions to:

- Reduce stress, enhance mental performance
- Attract and retain top talent
- Improve productivity and effectiveness
- Lower health care costs
- Decrease injury and worker's compensation costs
- Reduce absenteeism
- Enhance employee satisfaction and morale

Programs and Services

- Feasibility studies
- Fitness facility design
- Facility management services
- Fitness programs
- Stress management
- Nutrition education
- Weight management
- Heart health
- Back care
- Injury prevention

Electronic subscription

If you would prefer to receive this communiqué electronically please send your e-mail address to marsden@trifit.com.

Aventis Pharma's healthcare survey focuses on wellness initiatives, disease prevention

Veronica Marsden, Tri Fit President, recently attended a breakfast seminar

sponsored by Aventis Pharma to

learn the results of their annual healthcare survey.

This year their annual diagnostic profile of the state of private healthcare

across Canada

focused on wellness initiatives and disease prevention strategies. Three disease states were targeted: cancer, heart disease and diabetes.

Interesting findings from the survey included the following:

- Many Canadians are not fully aware of the risk factors for these major diseases.

- Employees are looking to their employ-

ers to assist them in learning more about diseases like cancer and diabetes.

- Ontari-

ans with employer-sponsored health benefit plans are experiencing more stress in the workplace than only a year ago.

- 41% of Canadians say their

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"If these initiatives (workplace wellness) are to work, senior executives of plan sponsor organizations must truly believe in placing the health of their staff first."

(The Aventis Healthcare Survey)

Corporate Wellness Strategy makes good business sense

As organizations today continue to compete in the global economy, cost containment strategies will be increasingly important. Developing a corporate strategy for wellness and disability management makes good business sense. Tri Fit's eight-step process

ensures a strategic, integrated, needs-driven and results-oriented approach.

1. Identify Your Program Champion

This organizational leader should be a strong advocate of health. The program champion's key role is to ensure the strategic plan for wellness is

aligned with the organization's business objectives, strategic focus and organizational values.

2. Form Your Wellness Strategy Team

The Wellness Strategy Team should include decision makers and stakeholders from areas of the company that can influence health and the company's bottom line. The role of this team is to develop the strategic

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Corporate wellness strategy - good business sense

plan, look for opportunities to promote wellness and ensure the program is integrated into key areas of the organization.

3. Complete an Organizational Health Audit

The Organizational Health Audit is designed to evaluate existing programs and services, physical environment and policies & procedures that support health. It is also important to look at organizational culture or "how things are done" around the company.

4. Analyze Your Organization's Cost Pressures

Cost pressures are identified by analyzing benefit costs, WSIB

claims, drug usage, paramedic claims, absenteeism data and EAP utilization. This process targets areas that can be impacted by a wellness program and provides a baseline for evaluating change.

5. Identify Employee Needs and Interests

The next step is to determine your employee's health risks, interests and readiness to change. A confidential health risk appraisal and/or employee survey is recommended.

6. Develop Your Strategic Plan for Wellness

The strategic plan incorporates information collected from the *Organizational Health Audit*, your or-

ganization's cost pressures, and health risk appraisal data or employee survey results. It is important that the

plan align itself with the vision, goals and objectives of the organization.

7. Prepare a Business Case to Support Your Plan

Your business case for wellness provides the necessary details for executive approval. This document includes the strategic plan, budget, marketing strategies, program leadership options, implementation plan and evaluation methodology.

8. Solicit Input and Communicate Your Plan

Employee input is critical to the long-term success of your program. An employee advisory committee should be formed to roll out the plan and to solicit feedback from all levels of the organization.

For more information on Tri Fit's wellness implementation model contact Veronica Marsden at (905) 820-9641.

NEWS BRIEFS

Health, wellness programs bring return on investment

A review of Canadian literature points to a return on investment of workplace wellness programs of 1:75 – 3:75 for every dollar invested.

Health, Wellness Conference

The 5th annual Health Work and Wellness conference is being held in Calgary, Alberta October 21-23. The conference theme is *Building Sound Investments*. To check out the conference agenda log on to www.healthworkandwellness.com.

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Five key health initiatives

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employer doesn't do nearly enough to help them manage stress at work.

Respondents were asked to rank the five key health initiatives that their employer could develop to improve overall health. These initiatives were as follows:

1. Smoking cessation program (77%)
2. Exercise programs (70%)
3. Coverage for cutting-edge drugs (65%)
4. Yearly in-house clinic to screen for diseases (63%)
5. Weight-loss programs (55%)

For further information on the survey contact:

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Aventis Pharma Inc. is the Canadian pharmaceutical arm of Aventis S.A. Their core products in Canada include medications for the treatment of hypertension, unstable angina, deep vein thrombosis, cancer, allergies, post-menopausal osteoporosis and rheumatoid arthritis.